Meltham School's Out

Anti-Bullying Policy

Policy Date:	September 2025	Version:	1.2
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Approved by:	Meltham Schools Out Committee		
Review Date:	September 2027		

1.0 Aims
The aims of this policy are:
- To define what is meant by bullying behaviour, and what is considered <u>not</u> bullying behaviour.
- To outline the procedure Meltham School's Out follows in response to bullying behaviour
- To outline the roles and responsibilities amongst club staff and management to ensure Meltham School's Out remains a bully-free environment.
- To explain why bullying in the club is not tolerated.

2.0 Roles and Responsibilities
It is the responsibility of Meltham School's Out management to:
- Ensure that all policies and procedures with reference to bullying are up-to-date and reviewed, when needed.
- Review and adjust policies and procedures when changes are needed.

It is the responsibility of Meltham School's Out staff to:
- Ensure this policy and accompanying procedures are read, understood and adhered to.
- Immediately report all instances and allegations of bullying to club management
- Make a written record of all bullying behaviour that is witnessed.

3.0 Policy

3.1 Definition of Bullying

Meltham School's Out has adopted school's definition of bullying, which describes bullying as:

'A pattern of <u>repeated</u> negative behaviour directed from an individual or group, towards another individual or group where there is an imbalance of power.'

Bullying behaviour always has three components: cruel, or negative actions; repeated aggression and imbalance of power. Bullying is always unacceptable but not all unacceptable behaviour is bullying. It can be:

• Emotional: being unfriendly, excluding, spreading rumours or tormenting (EG hiding belongings, threatening gestures, intimidation)
• Physical: pushing, kicking, hitting, punching or any use of violence.
• Verbal: name-calling, sarcasm, teasing, graffiti, ridiculing, vicious comments.
• Cyber: all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology (EG camera & video/webcam facilities)
• Sexual: sexual abuse, unwanted physical contact, sexually abusive comments.
• Theft or damage to property.

It may be (but not exclusively) in relation to
• Race
• Perceived socio-economic status
• Gender
• Sexuality i.e., homophobic or transphobic
• Disability or perceived ability
• Faith
• Physical differences - spectacles, hair colour, presentation including clothing, height or weight

It is important to recognise that bullying may also occur for no apparent reason other than for the bully to experience a feeling of power.

3.1.1. What Bullying is not

Bullying is not the single or occasional incidents of name-calling, pushing or falling-out between friends. Neither is bullying an isolated fight or an aggressive incident following a disagreement during the school day, during outdoor play, or following a football match or other game. Bullying is not overly-physical play becoming aggressive. This type of behaviour is unacceptable in the club but would not typically be classed as bullying, and would be dealt with in accordance with the Positive Behaviour Policy.

3.2 Responding to Bullying Behaviour

Meltham School's Out provides a supportive, caring and safe environment in which all children have the right to feel free from the fear of being bullied. Bullying of any form is not tolerated in the club, whether carried out by a child or an adult. Club staff recognise that bullying can occur, but make it clear that bullying is <u>always</u> unacceptable. Bullying is taken seriously and everyone should be assured that they will be fully supported when bullying is reported. Where bullying does happen, we aim to teach bullies how to act differently and to develop empathy, conscience and self-control.

3.3 Preventing Bullying Behaviour

Staff at Meltham School's Out promote an anti-bullying culture by:

- Encouraging caring and nurturing behaviour.
- Discussing friendships and encouraging group and team play
- Encouraging children to report bullying without fear.
- Discussing the issues surrounding bullying with the children, including why bullying behaviour is not be tolerated.
- Exploring the consequences of bullying behaviour with the children.

3.4 Why do we Tackle Bullying?

The club tackles bullying as an issue because it strives to create a safe and secure environment where all children feel a sense of belonging and well-being. In addition, bullying goes against Fundamental British Values, which underpin all aspects of the club.

4.0 Appendices
4.1 Meltham School's Out Anti-Bullying Procedure

Meltham School's Out acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. All incidents and/or allegations of bullying are addressed thoroughly and sensitively. Should incidents occur, the club follows the procedure outlined below:

- Victims of bullying are offered the immediate opportunity to discuss the matter with a member of staff.
- Staff reassure the child that what they say is taken seriously.
- Staff speak to the alleged bully to gain a fuller understanding of the situation and to establish why they became involved. Staff help them to understand why the behaviour is unacceptable and encourage him/her to make changes.
- Staff closely monitor all individuals involved and record observations and allegations.
- If another child witnesses bullying and reports this, staff reassure them that they have done the right thing.
- Parents/carers of all children involved are informed in a sensitive and appropriate manner.
- If a member of staff witnesses an act of bullying - involving children or adults - at the club, they must inform the manager.
- If the bullying persists, a member of management discusses options with the parents/carers to try to resolve the issue, which may include following the policy on suspensions and exclusions.